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## Christmas cheer

Christina Stephen and Drew VanLieshout share a laugh with Santa Claus during Sir Sam's Ski / Ride's tree lighting ceremony on Saturday, Dec. 17, in Eagle Lake. Skiers and guests were treated to a visit from Santa, live music, warm food and some singing of holiday classics before the lighting of the tree. See more photos on page 10.  
/ADAM FRISK Special to the Echo



# Dysart to draft bylaw regulating deer feeding in town

VIVIAN COLLINGS

Editor

It's not a secret; the deer population in the village of Haliburton has become a nuisance and danger for home owners, businesses, drivers, and walkers.

One Dysart resident brought the issue to council.

A delegation was held during the Dec. 13 Municipality of Dysart et al council meeting based on a letter written by Haliburton resident Deb Landry about the increased deer population.

She asked for a bylaw to prohibit the feeding of deer in town and along major roadways leaving town as well as an education program about the dangers of feeding deer.

Deb said that not only are they a hazard to people, but also themselves when living in town.

"The deer are losing their fear of humans and cars and are losing their ability to be wild. Are we being good stewards? Are we thinking of the deer's best interests?" Deb said to the *Echo*. "It can't be about our own best interests in enjoying feeding them just to see them in our

backyard. We need to put the deer first."

Dysart council unanimously agreed to take steps towards a bylaw regulating the feeding of deer in Ward 1.

"I don't think you're coming up with something new. I hear it all the time, especially in Ward 1. It's a real problem," said Mayor Murray Fearrey. "When you

see NO page 4



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# Missed septic inspection fee displeases resident

JAMES MATTHEWS  
*Local Journalism Initiative Reporter*

At least one Dysart property owner feels the town could do better in how it administers its septic inspection program. Michael Feagan brought his concerns to council during its Dec. 13 meeting and sought redress for a bill for a missed inspection. Feagan has owned a cottage property on Haliburton Lake since 1996. Over those years, he said he's regularly had his septic system pumped, and it's always functioned well. He'd heard about the town's septic re-inspection program and was expecting to be contacted by the municipality in that regard. And that's at the heart of Feagan's gripe. He thinks the town can improve the means by which property owners were contacted about the inspections. He said many of the properties that use septic systems are secondary residences for the owners. He said the town sent a letter to the owner's primary residence, informing them of the inspection date. "I think this is right and proper," Feagan said. But the problem is that the town proceeded with the inspection on the appointed date without the owner's confirmation. "Throughout my life for a valid appointment to take place, there has to be an agreed upon place, date, and time," he said. "Otherwise, it's just a cold call." Feagan has heard from town officials

who said many property owners would not reply to a letter, regardless of whether or not they intended to be present during the inspection. Many owners would like to avoid the inspection. "If this has been the experience of inspectors, all I can say is it's unfortunate and, indeed, unconscionable," he said. During the early days of the COVID-19 pandemic, many people spent their lockdown days at secondary residences such as cottages. Retreating to a rural locale meant less contact with people than in the larger cities, and less chance for the coronavirus' spread. For those people, letters sent to their primary residences were not received. In Feagan's case, he spends months of the year in Provence in the south of France. It's something he and his missus, Veronique, who is from France, have been doing since about 2004. He has scheduled bill payments set up to be automatically deducted from his bank account. And he has a sister who fetches his mail from his primary residence in Toronto. "Despite these provisions, I did not receive notice of a July 6 planned inspection until after my return to Toronto on July 11," he said. As a result, Feagan said the town has him in arrears for \$180 for the missed inspection. He rebooked an inspection, and his septic system was found to be in good condition, he said. But he's still being billed for the missed inspection. "I believe in the program," he said. "I think it's important." But he feels he shouldn't have to pay for an inspection that didn't happen.

Mayor Murray Fearrey said the septic inspection program isn't easy to administer because there are people who repeatedly postpone visits. Karl Korpela, the town's chief building official, said the initial notice has to be given a minimum of 30 days in advance. "If they fail to pick up their mail, if they ignore us, whatever, we're going to show up on the date that's specified in the letter unless we hear otherwise," Korpela said. If there's nobody at the property to greet the inspector, the inspector continues to the next property. The absent property owner is charged the fee. "We charge them because we have an inspector that's basically laid out their day with that inspection in place," Korpela said. "The second point is we only have access to the mail address that is provided by the homeowners." He said they schedule eight inspections a day. And charging property owners for missed inspections is akin to administering a penalty. The extra communication required to coordinate so many inspection dates and schedule changes would require more town staff, he said. "So the requirement is that they have to notify us only if that date is not good," Korpela said. "If we don't hear anything, then we go to the property." He said 30 days' notice is a very appropriate timeframe.

"How much more time can we give them?" he said. Feagan said his situation is outside the common for other property owners. As such, he feels he should get special accommodation by the town. "If it was a willful missing of the inspection, I would totally agree with you," Feagan said. "But when it's a situation where the property owner did everything within his power to abide by the rules, I think that's a reason to make an exception." Fearrey suggested the bylaw be changed to allow for a missed appointment penalty of \$100 as opposed to the full inspection cost. A second missed appointment, the property owner could be charged double the fee for \$360. "But there definitely should be some charge for it, if you have 30 days," the mayor said. "It shouldn't be free." In the end, council agreed that Feagan be charged half the fee for a bill of \$94.55. "The fact that it was in dispute, I don't think I should be paying the interest," Feagan said. "Good thing we don't have many of these on the agenda," Fearrey said. "In the grand scheme of things, I realize it's a fairly minimal issue for council ... but I still believe there should be some method of having a confirmation from the property owner before somebody shows up at the door."

## Search warrant executed

On Dec. 14, members from the Haliburton Highlands and City of Kawartha Lakes Ontario Provincial Police (OPP) Community Street Crime Unit (CSCU) along with the OPP Central Region Emergency Response Team (ERT) executed a search warrant on Trappers Trail in the Municipality of Dysart et al where stolen property in excess of \$45,000 was recovered. In October the Haliburton Highlands OPP Community Street Crime Unit commenced an extensive investigation into reports of numerous break and enters and thefts. As a result of this investigation Rodney Fowler, age 37, of Dysart et al has been charged with:

- Break, Enter a place - with intent to commit indictable offence Section CC 348(1)(a)
- Possession of property obtained by Crime Under \$5,000 contrary to Section 354(1)(a) of the Criminal Code of Canada (5 Counts)
- Possession of property obtained by

Crime Over \$5,000 contrary to Section 354(1)(a) of the Criminal Code of Canada Counts. (Two counts)

- Careless storage of a Firearm contrary to section 91(1) of the Criminal Code of Canada
- Unauthorized Possession of a Firearm contrary to Section 86(1) of the Criminal Code of Canada

The accused was scheduled to appear in court on Dec. 15. Police have recovered a large amount of stolen property and are endeavoring to identify the owners. Haliburton Highlands OPP is requesting anyone with information about this or any other unlawful activity to call 1-888-310-1122 or 705 286-1431. Should you wish to remain anonymous, contact Crime Stoppers at 1-800-222-TIPS (8477) or submit a secure web-tip at [www.khcrimestoppers.com](http://www.khcrimestoppers.com), where you may be eligible to receive a cash reward.

*Submitted by the Haliburton Highlands OPP*

## OPP looking for auxiliary members

Haliburton Highlands Ontario Provincial Police (OPP) Detachment has openings for people interested in joining the OPP auxiliary program. This is a great opportunity to volunteer and serve your local community in a meaningful and tangible way. The OPP Auxiliary is a group of dedicated volunteers who work with regular force OPP officers to ensure safety and well-being for the Province of Ontario. The Auxiliary is made up of people from diverse backgrounds and occupations. Auxiliary members assist OPP officers. These duties may include patrols with

regular members, assisting with community events, seat belt clinics, RIDE initiatives, safety displays, presentations, victim assistance and ceremonial duties. If you have interest in a career in policing and want to see if it's the right path for you, this is a practical way to experience it firsthand to help you make that decision. For more information about this exciting opportunity, visit [www.opp.ca](http://www.opp.ca).

*Submitted by the Haliburton Highlands OPP*

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# Highlands East water rates increases 4 per cent next year

JAMES MATTHEWS

Local Journalism Initiative Reporter

Parks Canada will pay Highlands East \$1 a year during a two-year lease on a piece of Esson Creek shoreline.

Kim Roberts, the municipality's junior planner, told council during its regular meeting that the lease began Dec. 14 and will end Dec. 13, 2024. It's a means to enable Parks Canada to repair a dam on the creek.

Parks Canada is looking to reconstruct the Esson Dam, which is located on Esson Creek south of County Road 4, which is also known as the Essonville Line.

In order to reconstruct the dam, Parks Canada requires a boat launch to be located directly next to the dam site. This area is a municipally owned shoreline road allowance that has not been closed or otherwise conveyed to adjacent landowners.

"It's simply an unopened municipal road allowance," said Roberts.

The federal agency wants to enter into a two-year lease to permit the construction and use of a temporary launch there.

"They intend to return it (shoreline access point) to the same or better condition than it was found, when they've completed their works," Roberts said.

She appeared before town council because, to permit a lease on the public thoroughfare, a bylaw was needed to restrict public use of the road.

"This restriction does not close the road allowance but instead temporarily blocks it from public use to ensure the safety of the public and the security of the site for Parks Canada and their contractors," Roberts said.

After the work has been completed and the lease has been expired, council may repeal the restriction bylaw, reopening the use of the unopened shore road allowance for passage by the public.

"It just goes back to being regular portion of shore road allowance," Roberts said.

Entering into the lease assists the Crown in rehabilitating the Esson Dam, which in turn protects property and improves the integrity of the Trent Severn Waterway as a whole.

## Water rates on the rise

The municipal water and sewer will increase by four per cent for residents as part of the 2023 municipal budget.

The residential water rate in 2023 will be \$793 for an increase from 2022's rate of \$762.

The residential sewer rate will be \$498 in 2023. That's also an increase over \$479 in 2022.

A funding plan was developed for the Ward 1 water and sewer systems to ensure that the annual expenditures forecasted in the financial operating plan can

be sustained over the study period.

The funding plan relies on operating revenues from the direct users of the drinking water systems.

Residential customers of the drinking water and sewer systems are currently not metered and are charged a flat rate. The Trillium Lakelands District School Board and the Royal Canadian Legion users are metered and billed according to the volume of water used. Together, they make up less than one per cent of the total user revenues.

The increase is to cover operating and capital expenditures associated with the drinking water and wastewater systems.

## Sports club seeks grant

The Wilberforce Curling Club has decided to not pursue a Hydro One grant.

The club's executive decided to step aside so another community organization can make an application to avail of the \$25,000 funds.

Darrell McQuigge of the curling club instead asked town council that it support the organization's efforts to secure other funding opportunities.

"There will be more coming up in the short period coming towards us in the new year," he said.

As with past practice, the club and the municipality work in partnership. Grant applications are submitted by the town on behalf of the club.

McQuigge said the club is hoping to use funding to install a ceiling-mounted propane heater at the club's rink.

"It will allow the existing equipment to function even better," he said. "But the end goal is to take a little bit of that coolness out."

Some people who frequent the curling facility have indicated they'll stop participating because of the cold.

The club is trying to promote the growth in the club and the sport that's been increasing over the last two years, McQuigge said.

"We've had an increase in membership of 70 per cent since COVID-19," he said.

Jim Parrott lobbied council's support to secure the Hydro One grant to complete work on the courts at the pickleball and tennis courts in Gooderham.

Council agreed to support the group's efforts toward securing the grant.

"I don't want to infer that the playing areas are not safe," he said. "I just wanted to say that we can make them safer and upgrade as appropriate."

He said their proposal for the \$25,000 grant promotes safe play.

Some of the ways safety could be improved on the pickleball and tennis courts. The surfaces could be coloured to reduce the heat that's absorbed by black asphalt. Traction could be improved and surface cracks minimized.

Errant balls will be prevented from

entering adjacent playing areas through the use of court dividers to corral balls within court

Safe entry and exit for wheelchair players will be improved.

Parrott said that, given inflation's effect on costs, the group won't be able

to do all the work they'd like to with \$25,000.

The stripped-down scope of work will cost about \$24,000, he said.

The deadline for submissions is January 31 with the funds awarded in February.

# Council to hold surveillance footage for 30 days

JAMES MATTHEWS

Local Journalism Initiative Reporter

Haliburton County will hold video surveillance footage for 30 days.

County council agreed during its regular meeting Dec. 14 to change the surveillance policy to allow the greater timeframe to store images. Information was previously held for seven days.

"In the policy, it states that the maximum for video retention would be seven days," said Mike March, the director of IT. "If we're going to go beyond that, we would need a policy exception from county council."

The county is installing security cameras at its Public Works yards at Ingoldsby, Highland Grove, and Eagle Lake.

The increase to 30 days will provide ample video footage should a security incident be identified at any of the three

Public Works' yards.

The extended video storage time for the three systems would cost the county \$1,000. That brings the project's cost to \$15,000.

Council previously budgeted \$25,000 budgeted for the project.

"It's probably worth the extra money just to have that extra time to check it out," said Warden Liz Danielsen, the mayor of Algonquin Highlands.

Councillor Dave Burton, the mayor of Highlands East, asked if the county could partner with the lower tier municipalities on surveillance.

March said there's been some discussions in that regard.

## Haliburton Echo notice

Due to the holidays and press schedule, we will not be publishing on Jan. 2. The *Echo* will return Tuesday, Jan. 9.

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A deer stands on the sidewalk on Maple Avenue in Haliburton. /VIVIAN COLLINGS Staff



Dysart council has instructed staff to draft a bylaw governing the feeding of deer in Ward 1. /Photo submitted by Tammy Nash

# No deer bylaw until at least spring 2023

from page 1

interfere with nature, you get the penalty, and this is the penalty. It's a matter of time until they get a disease, for sure."

Deb and her husband, Mike, have been residents of Haliburton for 30 years, and said they have never seen the deer population as high as it is currently.

### Impact on deer

Deb has conducted research for the past few months about the nature of deer and the impacts of feeding them. An animal that is meant to be untame has become unafraid of humans and vehicles, she said.

"They're wild animals, and specifically, they're losing their natural fear of humans and depending on us for a food source, which in turn is drawing them away from their natural food sources and also the protective cover they would get from living in the wild," Deb said.

She said it's changing the animal's migratory patterns and causing them to congregate in large numbers in town.

### Please note this correction to our 2023 Winter Guide

The James Cooper Lookout Trail address page 59 of Haliburton Highlands Winter Guide 2023 was incorrectly stated.

The correct address is posted by Township of Algonquin Highlands as 1065 North Shore Road.

"This increases the likelihood of spreading diseases and ticks."

She said deer waste can carry parasites and bacteria like E. coli.

Ward 5 Councillor Barry Boice said deer are no longer gathering in winter concentration areas.

"The traditional deer yards are no longer. The deer seem to go to the populated areas; Eagle Lake, West Guilford, Haliburton," Boice said.

Fearrey noted local hunters didn't see many deer in the forests this past deer hunting season.

### Impact on the community

In addition to the health risks for deer themselves, humans and pets are also put at risk.

"Where deer go, predators follow. Our neighbours had a deer killed by a coyote in their backyard. I know that's not the only incident, but that's the one I can speak to, personally," Deb said.

Mike is a retired police officer and said deer/car collisions have always been a problem, but it has likely increased this past year.

"I know there's about 200 accidents a year in Dysart alone, and over 50 per cent of that would be car deer accidents, so there is a bit of a drain on resources," Mike said.

He said the OPP receive many calls to dispatch deer after they've been injured and left on the side of the road or right in town.

"It's always been a problem, but it's getting worse," he said.

Mike said there had been discussions in the past about deer feeders becoming liable for accidents near their homes.

"I think that might be a consideration for council because a bylaw and education program would be some-

thing that would prevent or help deter [from feeding deer]," he said.

Although Deb has been the spokesperson to raise the issue to council, she is not alone in her concerns.

"I've also had some overwhelming support from a lot of people who also share my concerns and namely the consequences that come from the well-intentioned people that are feeding and taming the deer," she said.

Ward 1 Councillor Pat Casey said many constituents spoke to him about the issue during campaigning for the election with the same concerns.

Going forward, council agreed that a bylaw should not be instated until at least next spring when deer can more easily find vegetation to eat.

"A bylaw's going to be great, but on the same note, you've got to phase those deer out in regards to, if the bylaw was instated now, you shut the feed off now, the deer have already started and know the program of hanging around here," Casey said.

He mentioned already-tame deer may have difficulty now surviving in the wild.

"We need a public education portion of this, a very large public education program. So, I would ask that staff come up with a draft bylaw to perhaps start early in the spring when there is natural food for them to go and start looking for," said Ward 2 Councillor Nancy Wood-Roberts.

Dysart staff will bring back a draft bylaw to regulate the feeding of deer in Ward 1 as stated in the delegation resolution.

"It's not going to change overnight, and I totally agree with you there, but steps need to be taken before it gets worse, because if nothing's done, then it's just going to continue to get worse," Deb said.

### Bands raise \$2,340 for food banks

The Highlands Wind Symphony and Highlands Swing Band presented the Haliburton County Food Banks with \$2,340, collected from their 2022 Christmas Concert held on Sunday, Dec. 11. Judy MacDuff accepted the large cheque, generously donated by County Signs, from Lorie Reddering. /VIVIAN COLLINGS Staff





# Still no lower-tier consensus on shoreline bylaw

JAMES MATTHEWS

Local Journalism Initiative Reporter

Three of four lower tier municipalities have delegated authority to the county to enforce the proposed Shoreline Preservation Bylaw.

Haliburton County council discussed during its regular meeting Dec. 14 whether to proceed with the bylaw without Dysart's participation or to continue with changes until the lone holdout municipality buys into it.

Steve Stone, the county's director of planning, said there's a mechanism or process in place should the one municipality continue to hold out.

But it doesn't sound very simple.

"Given the way the bylaw is structured right now, it would require it to be repealed and a new bylaw crafted that actually refers to the three participating municipalities," Stone said.

Dysart et al is the lone township yet to sign onto the legislation.

The new legislation would include a map that shows the areas under its jurisdiction.

"Most likely it would require staff to go back to those three municipalities because county council would have to enact a new bylaw with specific reference to the three municipalities," he said.

As with the current shoreline bylaw, county staff would need to introduce the three town councils to a revised draft, and those councils would each need to agree on their own bylaws that gives authority over shorelines to the county.

Councillor Cecil Ryall, Highland East's deputy mayor, said any issues he has with the Shoreline Preservation Bylaw

is mainly focused on a need for clarity regarding property owner compliance, enforcement, and permits.

"I'm looking forward to what you're going to be able to present to us between today and April 1," Ryall said.

Councillor Bob Carter, the mayor of Minden Hills, said every major lake and water system in Dysart flows through Minden after it leaves Dysart.

He said he isn't sure what the value of the bylaw is if Dysart isn't going to acquiesce.

"We either stand united or fall divided," Carter said. "I respect individual rights, but our country was founded on the common good."

Carter said Haliburton County's environment is their livelihood, the reason they have an economy. As such, it's paramount they be stewards of the lakes and rivers.

"We have to find a way to come together on this issue," Carter said.

Danielsen said, even if there's a holdout to accepting the new bylaw, having three municipalities on board is a positive stride in the right direction.

Coun. Jennifer Dailloux, Algonquin Highlands' deputy mayor, said council should create a structure that would work for three of the four municipalities. As much data as possible would be collected over two years.

"To see whether after a year or two fears could be allayed or new fears arise," Dailloux said.

Coun. Murray Fearrey, the mayor of Dysart, said the shoreline bylaw is complaint-driven, the same as a tree cutting bylaw that wasn't adequately enforced.

"Clearly, my council is not going to delegate authority until they're satisfied (the

shoreline bylaw) is a bylaw or a tool that's useful," Fearrey said.

Coun. Lisa Schell, the deputy mayor in Minden Hills, said bylaws are not written in stone. And she's very much in favour of moving forward, regardless of who is on board.

"Bylaws can be repealed, bylaws can be changed," she said. "If it's not working, then we take something out."

Coun. Walt McKechnie, deputy mayor of Dysart, said he represents many people who are not in favour of the bylaw as it is.

"They feel that there's enough policies and rules in place," he said. "We just got to enforce them, and that's the message that I've been given to bring here today."

Carter suggested council have another meeting to try to get everybody onboard with the bylaw.

Dailloux said there's a lot of misinformation about the legislation that's circulating in the county.

"Perhaps a further conversation ... could help us all to clarify (the truth)," she said. "I think that could serve us all."

## HHHS declares outbreak in in-patient unit of Haliburton Hospital

The Infection Prevention and Control (IPAC) department of HHHS declared a COVID-19 outbreak on Dec. 18 in the In-Patient Department of the Haliburton Hospital. There are currently 5 confirmed patient cases associated with the outbreak. The IPAC Department has reached out to the Haliburton, Kawartha, Pine Ridge District Health Unit about this outbreak.

As a result of the outbreak, all COVID-positive patients or those who may have been exposed to COVID have been isolated. The department is now closed to any further admissions, and visitors are restricted to essential caregivers and for those receiving end-of-life care. Essential caregivers may only visit 1 at a time, with full personal protective equipment (gown, gloves, mask, and eye coverage), and must remain in the patient's room at

all times. Volunteers are also restricted from entering the In-patient Department at this time.

HHHS will continue to maintain important IPAC measures that have been in place, including full personal protective equipment and mandatory masking in all patient care areas, mandatory vaccination, regular surveillance testing before entry into the In-Patient Department. Enhanced cleaning will now also be conducted in the In-patient Department and staff will monitor themselves for symptoms.

Services in the Haliburton Emergency Department remain unaffected by this outbreak, and community members in need of emergency care should not hesitate to seek assistance.

*Submitted by Haliburton Highlands Health Services*

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# points of view



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Forever in our memories: Creighton Feir

## Deer, we have a problem

**H**AVE WE let the town deer problem get out of hand? Everyone in our office makes sure to leave before dark. Before dinner time for deer.

My coworker counted six deer one night between our office and the hospital on their way home. My other coworker counted six the next night between the office and St. George's Anglican Church on their way home. That's merely a 200 metre sprint if you're familiar with track and field.

I was talking to someone the other day who had company up from the city. Their company wanted to see deer while in Haliburton County.

"Let's go to town, then," they told their company.

"No, we want to see deer."

"Yes, they're all in town," they said.

They counted 32 deer just from driving around the streets of Haliburton for about an hour.

There was a dead doe on Highland Street the other week and two fawns alone nearby that same night.

One side of my parent's vehicle is completely dented from a deer running right into it near Industrial Park Road.

They were going the speed limit, and the deer ran into them.

I know there have been serious accidents recently involving deer in Haliburton.

These are just some of the experiences I've heard of. I'm sure you have a list of your own.

I understand the desire to help deer survive through the toughest season, but we aren't doing them any favours by attracting them to busy roads and allowing them to lose their fear of cars and people.

We are literally killing them with kindness.

We may be off on the right foot (hoof?) with Dysart council's decision to look into a bylaw to regulate the

feeding of deer in Ward 1, but it's just one small step in the right direction.

I'm concerned about the time it'll take get these deer back "into the wild." How many generations will it take until they lose their ability to live away from humans? Will the fawns born to "town deer" next spring ever learn how to survive in the forest?

Now that these deer associate humans with food, there's likely no turning back for them.

The government of Ontario says feeding wildlife may do more harm than good.

The Ministry of Natural Resources and Forestry (MNRF) strongly advises against feeding deer.

Digestive systems in deer undergo huge changes in the fall to be able to properly digest winter food like tree and shrub branches.

It can take weeks for their digestive systems to adjust to a new food source. This can cause them to still starve with full bellies if they aren't able to absorb any nutrients.

In a recent *County Life* editorial, Clem Grob, a graduate of Trent University's Bachelor of Science Biology program, said, "At the end of the day, feeding deer through the winter should be left to environmental organizations when it is needed. In the meantime, there are many other ways to help our deer populations. For example, avoiding the use of non-native species on your property, and planting native year-round forage for the animals."

The MNRF also says that when deer gather in large numbers, it can increase the likelihood of the spread of disease and parasites.

Like some of the councillors said during the Dysart delegation about the topic, I'm also not sure where we go from here.

I hope the situation isn't too far gone, for the deers' sake as well as our own.



vivian collings

## Editorial



A buck pictured during light snowfall in Haliburton Village. /ADAM FRISK Special to the Echo

## Nora Krank

**I**'VE BEEN feeling like Nora Krank, from *Christmas with the Kranks* since the beginning of December. Madeline had a couple of exams to write and then was coming home for Christmas.

She hadn't been home since May, and she wasn't with us last Christmas because of COVID and her work.

I have been so excited. Dec. 1 is the date that we allow Christmas types of things to start to happen in our house. We turn on a few Christmas tunes. We might put up a decoration or two.

Our outdoor Christmas tree is lit, and our beautiful reindeers that we made last year are put on display.

Knowing Madeline was coming home, I started to put some of our Christmas traditions in place. I got a Christmas puzzle for us to do together. I pictured some cozy afternoons sipping tea and chit chatting and working on the puzzle together. She completed the puzzle alone on her first evening home.

I also got a gingerbread house for us to decorate like we always do. I got an extra big one for fun. Madeline came home, and the first thing she gave us was a gingerbread house and announced that we will have a decorating competition; Jim and I against her and boyfriend Alec, who was going to visit for a few days. I laughed.

I cleaned our house, baked some goodies with my mom and had been happily anticipating her arrival. And finally, she arrived as the snow fell, and it was so pretty. She is half way done her fourth year at Queen's University and is loving being at school. She is a passionate learner.

Her boyfriend arrived yesterday, and we took him to a dinner party with our long-time friends. It was

one of those moments when you are very happy as a parent when you listen to, and watch your kid talk about where she grew up and all of the things she appreciated about her home, about Haliburton and her friends and family.

She has so many stories about this community. It warmed my heart. Christmas can be a very lovely time of year, and it can be a very hard time of year. For some, it is their first Christmas without someone they can't imagine living without. Others might be lonely or just not into all the festivities. For some, things don't work out the way they expected, and it can be disappointing. Sometimes, we feel like we are suffering.

I have suffered at Christmas myself a couple of times, and I have learned that suffering is a call for love. It is a time when we need to consciously offer kind awareness to whatever is going on, and contemplate what it is that we need to do to look after ourselves. It might be as simple as hunkering in with a good book or making a cup of tea and

watching the snow fall. Perhaps we need to reach out and ask a friend for some support.

Sometimes we are in a place where we are the ones who need support, and sometimes we are the ones doing the supporting. If you have some extra love and cheer in your heart, I really encourage you to share it, reach out to someone who might be alone, or be a presence of love in everything you do. We can all feel when love is in the room. It is a wild time in the world right now with many complex things going on. The world needs love. Merry Christmas from the love that sits around our kitchen table to the love that sits at yours.

Tales from  
the great



lynda shadbolt

## Green meadow

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# points of view

## How to prepare a Christmas turkey

**T**HE OTHER day it occurred to me that neither Jenn nor I have ever prepared a Christmas or Thanksgiving turkey in the 11 years we have been together. We have always been lucky enough to be invited to the home of relatives or have opted for chicken since it is smaller and makes more sense for just the two of us. Plus, I prefer chickens ethically, because I believe the bird I ate would have eventually died crossing the road anyhow.

By the way, when I say prepared a turkey, I do not mean psychologically. It's not up to me to let the bird know that the end is near.

No, what I am referring to is the entire process from purchasing a frozen turkey at the store to preparing it for the dining room table on Christmas Day.

This would have been a fairly easy learning curve for me, if not for the fact that Jenn decided I should be the one who cooks it.

As a result, the learning curve suddenly became substantially steeper than expected. I could have turned to my sister, mother, son, or daughters to provide sound advice on cooking a Christmas turkey, but instead I decided to turn to the Internet, partly because the Internet will not remind me of the time I invented s'meggs – a culinary fusion of s'mores and



steve  
galea

**Loon Tales**

eggs.

I learned you can cook a turkey from frozen, but this means it will take 50 percent longer to cook, which means you need to be good at math to figure out cooking time. So, I won't be doing that.

Alternately, you can check the back of the turkey package and read the recommended thawing and cooking time for the weight of your bird.

Since I plan on eating leftovers until the end of May, I bought us a 13.5-pound bird. The attached instructions tell me I need to defrost this bird for four days in the fridge and cook it for three-and-a-half hours at 325 degrees, if unstuffed. So, I will try not to eat a lot before Christmas dinner and do just that.

That's the easy part. The hard part is that the instructions also tell you that after you have thawed the bird and before you have put it in the oven, you need to pull out the neck and giblets from the bird by reaching into the hole at the back of the bird.

This is not for the faint of heart, but it gets easier once you realize it's OK to pull them out through the big hole.

It gets more complicated after that. For instance, after you do this, you need to look up what giblets are. The Internet tells me that they consist of the bird's heart, liver, gizzard, and other organs. Which means you need to do additional research to learn what the gizzard and other organs are. Then you need to look up easy gizzard recipes and ways to convince people to try them.

I have done all this. So, I am now theoretically ready to add roast turkey to my repertoire of things I can do in the kitchen, if forced to do so. In that sense it's sort of like dishes.

If all goes well, on Christmas day we will have a meal we will long remember. I'm just hoping it is not in a s'meggs sort of way.

Happy holidays to you and yours!



## pic of the past

**T**his photograph, from the collection of Haliburton merchant Daniel Gorrie, is believed to be his daughter Elliott (1898-1967) taking baby brother Hugh (1906-1976) for an outing in his baby sleigh, around 1907. Babies need fresh air and Elliott rose to the occasion. This photo was taken in the back yard of Gorrie's house/store. Although the snow is deep, the Gorries were well supplied with firewood for the cold Winter months, as seen at right. /Submitted by the Haliburton Highlands Museum

## The Morton Family Foundation donates to the YWCA

The David and Patricia Morton Family Foundation has once again donated \$50,000 to support the YWCA's services for women and children experiencing gender-based violence in Haliburton County.

"We are deeply moved by the continued support from Patricia and David in the Haliburton County community," said Kim Dolan, executive director of YWCA Peterborough Haliburton. "As the demand for our services continues to change in the COVID-19 recovery period, the Morton's compassion for others ensures that we can serve the rural women and children in Haliburton County, providing them with the resources and support they need to feel safe again."

Access to safe and reliable resources in rural communities is an ongoing problem. The Women's Centre in Haliburton County offers the resources women need in order to escape gender-based violence and find safer ways to move forward with their life. The centre provide access to transition supports such as safe transportation, clinical therapy, a family law lawyer, court support and guidance. YWCA HERS provides safe and supportive temporary accommodations for women with and without children fleeing abuse in Haliburton County. This innovative service is designed to be available on an as-needed basis and offers space for two families at a time so that women can move away from the abusive situation in their home without leaving their support systems, jobs and schools, families and friends behind.

HERS has been fully occupied since Jan. 2021, and rural women in Haliburton County have reported far more serious and complex abuse throughout the pandemic. Like women's organizations across the province, the YWCA faces heightened demand and increasing costs.

"We feel fortunate to be able to continue to support such a worthy cause," said Patricia Morton on behalf of the Morton Family Foundation, "because isolated rural women are especially vulnerable to domestic abuse and gender-based violence. And shockingly this abuse is now significantly on the rise throughout rural Canada, as in rural Haliburton County. Thank goodness our YWCA is here for these oppressed and endangered women, and dedicated to providing the essential safety and vital support services to help them move forwards to build much better lives."

David Morton added, "As a man, I am just appalled and disgusted by violence against women and children. I am grateful at least to have this opportunity to extend a helping hand to the brave women who, with the wonderful support of our YWCA, are striving hard to empower themselves."

Community members who wish to donate or find ways of supporting YWCA services in Haliburton County are encouraged to visit [www.ywcahaliburton.org](http://www.ywcahaliburton.org) or contact Ria Nicholson directly at 705-743-3526 x113 or [rniicholson@ywcapeterborough.org](mailto:rniicholson@ywcapeterborough.org).

Submitted

Letters to the Editor note: Submissions are subject to editing for newspaper style and punctuation.



Cardiff Christmas Market brings smiles

The Cardiff Christmas Market brought smiles to sisters Maddy, age 9, and Freya Blaney, age 3, at the Cardiff Community Centre on Saturday, Dec. 17. Hosted by the Cardiff Parent Council, the event raised over \$1,000, which allowed them to reach their goal for the year of \$10,000 for the Cardiff Elementary School Nutrition Program which will help many Cardiff families have access to nutritious food during a difficult season. /Photos submitted by Kristy Smith



Pockets the face painter was hard at work.



A group of friends show off their face paint.



Conversations with Santa are top secret.

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A girl with reindeer face paint tells Santa what she'd like for Christmas.



# Dysart council gives developer a break on sewer hookup costs

JAMES MATTHEWS

Local Journalism Initiative Reporter

The company building housing for Dysart's senior citizens will have to pay half of the sewer connection fees for the next phase of construction.

Town council decided during its Dec. 13 meeting to waive \$32,900 of about \$65,000 to connect another 40 units of the Gardens of Haliburton retirement residences.

William Mardimae, president of Gardens of Haliburton Inc., previously appeared before town council in November 2018 when the retirement residences were still in the planning stage.

The council of the day waived the project's capital sewer connection fee when they were planning the development's first phase, he said. And it was understood that the waiver was for the whole project, including the second phase of construction, which is now underway.

He said the company carried on with planning for Phase 2 of construction, and their budgeting for the work was completed with the waiver in mind.

Mardimae said he didn't receive the minutes from that 2018 council meeting.

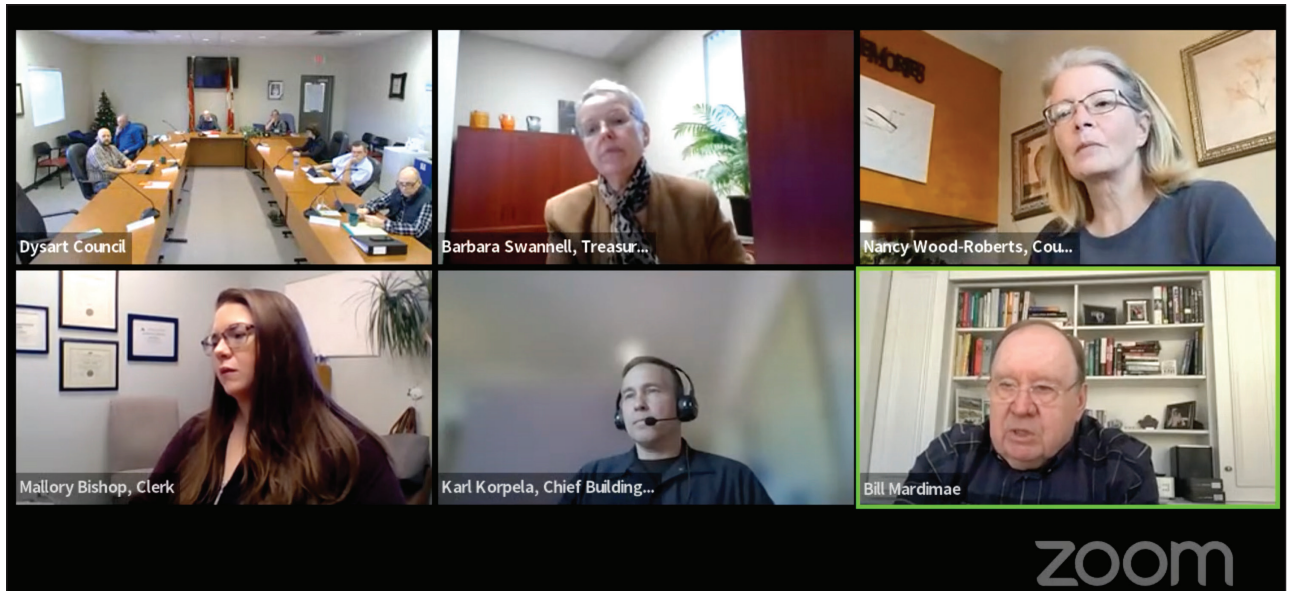
"We have encountered increased construction costs and labour rates which have marginalized the second phase of development," he wrote in a letter to council.

"However, we are committed to persevere and finish the project to provide additional retirement suites for the seniors of Haliburton."

Mardimae said they've been paying user fees, the consumption charges. It's the connection fee that was waived in Phase 1.

Mayor Murray Fearrey said the first phase of the development is assessed at \$11-million and there's another 40 housing units to be built as part of the project's next phase, the mayor said.

"That's quite a project," Fearrey said. "I think he's a major contributor. He's making a place that's needed in the community."



Dysart council decided during its Dec. 13 meeting to waive \$32,900 of about \$65,000 to connect another 40 units of the Gardens of Haliburton retirement residences.

Deputy Mayor Walt McKechnie said the development has been well-received by the community and council should try to help the developer.

"He's generated a lot of tax dollars for this community and there's a lot more coming," McKechnie said.

Councillor Pat Casey suggested the waiver could set a precedent that would influence future developments.

Coun. Barry Boice broached the possibility of waiving a portion of the connection fee.

Fearrey said that would be up to council how Mardimae's request is handled.

"While I appreciate the hardship and the increased costs for Mr. Mardimae, that's happening to every individual in Dysart right now," Coun. Nancy Wood-Roberts said.

She asked Barbara Swannell, the town's treasurer, if the nearly \$65,000 capital cost charged to Mardimae could be paid in installments spaced over time.

Wood-Roberts said the minutes of every past council meeting are posted online and available to Mardimae.

"It really could've been followed up on his end," she said. "I know he's a very busy man, and he's brought a great deal to the community. But we're also now putting in a sidewalk over there. They were contributing some, but those costs have increased exponentially to the taxpayer as well."

Swannell said the cost could be spread out.

But the mayor had a different idea.

"How about we give him half and just put it to bed," Fearrey said.

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Tree lighting magic

Larissa Ide and her son, Hayden Ide, pose for a photo with Santa on Saturday, Dec. 17 at Sir Sam's Ski / Ride's tree lighting ceremony in Eagle Lake. Skiers and guests were treated to a visit from Santa, live music, warm food and some singing of holiday classics before the lighting of the tree. /ADAM FRISK Special to the Echo



June and Hadley Judson pose with Santa while Sammy, Sir Sam's mascot, waves from behind.



A group of friends pose for pictures just before the annual tree-lighting ceremony.



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**Saturday, Jan 21 @ 4:00 p.m.**  
**vs Lindsay Muskies**

*For more more information please visit our website*



Friends get into the holiday spirit by stopping by Sir Sam's Ski / Ride for the tree-lighting ceremony.



# Forest School allows students to ‘learn by discovery’

VIVIAN COLLINGS

Editor

When arriving at At Last Forest School, it was clear that something pretty special happens there each Tuesday and Thursday.

Children were engineering pathways in the snow, creating crafts, and exploring in the forest, all happy, relaxed; engaged in learning and working collaboratively.

“They learn by discovery, so we teach by asking questions,” said instructor Lois Foster. “For example, we were in the forest last week, and there was a big hole in the ground, so we asked what made the hole, and they were able to figure out themselves that it was made by a tree because of the roots in the hole. It then moved on to, how did the tree fall? They are taught how to think themselves rather than repeat information given to them.”

At Last Forest School takes place at Abbey Gardens’ Gathering Place on Tuesdays and Thursdays from 8:30 a.m. to 3:30 p.m., and is one of 18 locations across Ontario.

From their website, Forest School is “education through the power of play, exploration, and supported risk taking.”

“We do a lot of risk assessment. Before we go tobogganing, for example, we ask them how we can be safe and what we need to watch out for,” Foster said.

The school has an extensive amount of forest they are able to utilize.

They have set up their own zipline, swings, toboggan hill, and made shelters in the forest.

“We’re constantly teaching, no matter



Above, brothers Huxley and Wells Brown sit by the fire while attending At Last Forest School held at Abbey Gardens. /VIVIAN COLLINGS Staff

Left, Everleigh Barnett was all smiles while climbing a tree at At Last Forest School.

what we’re doing, we’re teaching a lesson while we do it, whether it’s science, history, geography,” Foster said.

She has been instructing at the school since it opened three years ago and is a retired outdoor educator.

“I was happy to come out of retirement for this. I love it. I love teaching and the outdoors, and to combine those is the best.”

Principal Dave Taylor is teaching at the school for his second year and said one of the best parts has been to watch children grow their skills.

“It’s been very rewarding to see them

building their skills, teamworking skills, and being confident. A lot of their confidence has grown so much,” he said.

Seven-year-old Soyer Brown is in his third year attending At Last Forest School, and said he loves everything about going to school.

“There’s too much good stuff,” he said. “I really love meeting and getting to see friends.”

Instructors said the winter session can seem daunting to some families, but At Last Forest School has a warming station when conditions outside aren’t favourable.

“On the really, cold, rainy days, we’ll do crafts and painting and indoor activities,” Foster said. “The winter session is such a wonderful time for kids to learn outside.”

At Last Forest School is currently accepting more students for the upcoming winter session.

To learn more, visit [www.atlastforest-schools.com/haliburton-forest-school/](http://www.atlastforest-schools.com/haliburton-forest-school/).

“They’re given more freedom, and they learn social skills better. They also learn cooperation better in a relaxed setting outside. We find that we become a family,” Foster said.

**This Christmas & Holiday Season**

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*The staff of the Haliburton Echo, Minden Times and  
County Life would like to thank all our Essential Workers who  
continue to work tirelessly to keep our communities safe,  
not only through the holiday season but throughout the year.*

**Merry Christmas & Happy New Year!**

Paul Banelopoulos  
Vivian Collings  
Debbie Comer  
Karen London  
James Matthews  
April Martin

Jennifer McEathron  
Stacey Potalivo  
Laura Smith  
Emily Stonehouse  
David Zilstra





Shutout for the Huskies

Huskies fans had the chance to high five players, including forward Sam Solarino before the beginning of the second period of their game against the Toronto Patriots on Saturday, Dec. 17 at the SG Nesbitt Memorial Arena in Minden. The game ended 2-0 for the Huskies. /TIM YANO Special to the Echo



Haliburton County Huskies defence player Will Gourgouvelis heads in for a shot on the Toronto Patriots net.



Forward Christian Stevens gets past his opponent with the puck.

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August 5th | 7:30-9:30pm | St. George’s Anglican  
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**POP GOES THE OPERA**  
August 9th | 7:30-9:30pm | St. George’s Anglican  
Great operatic selections, including music of Giuseppe Verdi on the 210th anniversary of his birth.

**HOMECOMING: HOS ALUMNI**  
August 21th | 7:30-9:00pm | St. George’s Anglican  
Join us for an evening of reminiscence and great singing by guest HOS Alumni!

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# Holiday community message from HHHS

*Dear friends and neighbours of Haliburton County,*

As we welcome the winter season to our region and thoughts turn towards the many gatherings of the holidays, we thought it was important to provide an update on what has been happening inside our facilities, so you know what to expect if you need to visit us.

## Staffing challenges continue

Like hospitals and health care facilities across Ontario, HHHS continues to experience significant staffing shortages. We are doing our very best to retain and recruit the staff we need, but with a general shortage of available staff across Ontario, illnesses, and burn-out, we have nearly had to temporarily close an Emergency Department (ED) because of these shortages. Our staff continue to go to great lengths to keep all of our facilities open, but this is taking a serious toll on them all.

## 'Tripledemic' comes to Haliburton County

Again like communities across Ontario, we here in Haliburton County are not immune from the "Tripledemic" affecting EDs. The combination of RSV, influenza, and COVID-19 is seriously straining hospital capacity, and we have already had more patients than we had available beds in our 15-bed in patient

unit. We have had to admit people to the ED and to unconventional spaces in our facility.

What this means for you, if you need to visit HHHS, is that ED wait times may be increased and your experience may not be what it used to be. Our staff work exceptionally hard to deliver the high-quality health care that you expect, but how we do this work may look different as we battle this issue. This current wave of illnesses is expected to peak in January, but that may change.

## Need to visit the Emergency Department? Stop – Check – Go

As a result of our staff shortages and the "Tripledemic," along with surges in our facility and regional facilities, we may need to temporarily close an ED from time to time. It's more important than ever that those wishing to visit HHHS 'Stop – Check – Go' before they travel to us.

Of course, if you are in need of serious medical attention (for chest pain, severe blood loss, head injury, shortness of breath, or if you think you are having a stroke), you should call 911. If an ED is temporarily closed, emergency medical services will take you to the nearest ED.

If the situation is not life-threatening, you should:

1. 'Stop' and see if self-care (for a twisted ankle, minor scrapes, or seasonal allergies), a call to a doctor (for chronic

symptoms, back pain, or stomach aches), or a call to the Assessment Centre (if you suspect you have COVID or a respiratory illness) can address your needs.

2. Next, 'check' to make sure the Emergency Department you plan to visit is open, by calling HHHS at 705-457-1392 and using extension 2555, visiting the website at hhhs.ca, or visiting HHHS' Facebook or Twitter pages.

3. If your need is urgent, you can then 'go' to the nearest Emergency Department.

We thank the community for their understanding about this situation and appreciate your consideration of this message.

## Visiting policy at HHHS

With the high rates of illness in community right now, we do ask that everyone planning to visit our hospital and Long-Term Care (LTC) facilities be very mindful of their health. Our patients and residents may be vulnerable to infections, and we all need to do all we can to protect them.

For that reason, anyone who is feeling unwell – for any reason – should not visit. We continue to offer Virtual Visits (video calls), phone calls, and window visits to help patients and loved ones stay connected, and that may be an option for you if you are feeling unwell.

We will continue to actively screen visitors for COVID-19 symptoms before allowing entry to our facilities. For our ED and in-patient departments, visitors are to enter through the main entrance,

where they will be screened and have a rapid antigen COVID-19 test conducted before being allowed into the unit. For our LTC homes, visitors will be screened and have a rapid antigen COVID-19 test conducted before being allowed into the home. *Note that as of Dec. 18, 2022, only Essential Caregivers are able to visit in the In-Patient Department and the Lower Level of Hyland Crest Long-Term Home, as both facilities are in COVID-19 outbreaks.*

We thank all visitors for their cooperation in following this policy.

Stay healthy and safe this holiday season

To protect yourself, your loved ones, and our community as a whole, and to help HHHS as we deal with these challenges, we ask that you do all you can to stay healthy and illness-free this holiday season.

Please be mindful about any cold or flu-like symptoms, especially around infants, children, those who are elderly, and those who may be immunocompromised, and stay home if you are feeling unwell. Wear a mask in all indoor public spaces. Stay up-to-date on your immunizations, including COVID-19 boosters and the flu vaccine. Wash your hands frequently. Together, we can keep ourselves and our loved ones safe, and protect our healthcare capacity.

Take care,

*Carolyn Plummer  
President & CEO of Haliburton  
Highlands Health Services*



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Merry Christmas & Happy New Year



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## HSAD students Wrap It Up!

Emily Best, award-winning Indigenous artist from central Labrador, displays her final ceramic work of the semester at Fleming College's Haliburton School of Art + Design (HSAD) annual end-of-semester art show, Wrap it Up! on Saturday, Dec. 17. The exhibit is hosted by students in full-time certificate programs at HSAD and showcases their many talents. /ADAM FRISK Special to the Echo



Blibba Janzen displays blacksmith work at Fleming College's Haliburton School of Art + Design (HSAD) annual end-of-semester art show, Wrap it Up!



Yvonne Iten-Scott displays a variety of textile art at the Wrap it Up! Exhibition.



Nicole Tenter displays her ceramic work at HSAD.

# Green Burial: a topic of ongoing conversation

EMILY STONEHOUSE

Staff Reporter

What impact will you have after you die? During a presentation by the Haliburton Highlands Green Burial Society (HHGBS) on Nov. 23 at the Dysart Library, when asked for her reason for interest, one attendee said, "I don't want my legacy to add more poison to the ground."

The concept of green burial is one that has come to the forefront in recent years. According to the HHGBS website, "Green burial practices reflect the fact that death and the birth of new life are central to the functioning of earth's natural ecosystems." It is the concept of going back to the natural world in a way that has minimal negative impact on the environment, and maximum outcomes for future natural preservations and growth.

"Over four million gallons of chemicals go into the ground each year with traditional burials," said Terry Moore, the president of the HHGBS during his presentation on Nov. 23, "and with cremation, over 360,000 tons of carbon dioxide are put in the air annually."

While Moore noted that these numbers were specific to the United States, he believes Canada is not far off. With green burial, there is no embalming, it is a direct earth burial, there is a focus on ecological restoration and conservation, and an interest in communal burial sites. While many think that cremation is a more natural option, the amount of toxins it releases into the air indicates that this may not be the case; a concerning statistic considering 70-75 per cent of Haliburton County residents select cremation as their preference.

Currently, two municipalities are on board with the concept of green burial. Algonquin Highlands has committed to a sec-



The topic of green burials has been on the table for years at a municipal level in Haliburton County, with each municipality vying for different alternatives and options. Pictured is an example of a green burial area in Picton, Ontario. /Photo submitted by Terry Moore

tion dedicated to green burial at the St. Stephen's Cemetery in Stanhope, and have created a joint committee with the Green Burial Society, which will start populating in January.

Highlands East has passed a resolution to add green burials to a section of the Deer Lake Cemetery, and Moore hopes this momentum continues with new council members in place.

The HHGBS presented to the Minden Hills Council in 2019, hoping that they would implement green burial initiatives to their practices within the municipality. "In principle, everyone was on board, it was just a matter of finalizing logistics," said Moore.

Yet, between the COVID-19 pandemic hitting in 2020, and the majority of senior staff who initially worked with Moore leaving the municipality, green burial has been put

on the backburner in Minden Hills. "I'd love to pick it back up again," said Moore, who has plans to meet with the township cemetery committee to discuss logistics. "In the past, we discussed looking at Minden land inventory to see if we could make an entirely new space dedicated to green burial. It would be great to discuss this again."

Moore intends to let the new Minden Hills council settle into their positions before presenting again, and encouraging them to follow-through with this initiative. "We don't represent a small, niche group," he said. "We represent a large group, who want alternatives to traditional burial."

For more information on green burials, and specifically the HHGBS, visit [www.haliburtongreenburial.ca](http://www.haliburtongreenburial.ca).



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# HKPR District Health Unit launches Tobacco Enforcement Campaign

Tobacco Enforcement Officers will focus on reducing access and protecting the health of youth

The Haliburton, Kawartha, Pine Ridge District Health Unit (HKPR District Health Unit) is launching a Tobacco Enforcement Campaign, in collabora-

tion with public health units across Central East Ontario, beginning Jan. 2023 to ensure compliance with the Smoke-Free Ontario Act, 2017 (SFOA).

The HKPR District Health Unit's Tobacco Control Officers are designated as Provincial Offence Officers by the Province of Ontario with authority to enforce the SFOA and ensure that all local businesses, public places, schools and workplaces are following the SFOA requirements. This includes inspecting to ensure proper signage is posted, tobacco and vapour product retailers follow advertising regulations and youth are restricted from purchasing tobacco or vapour products.

"We have experienced a significant increase in non-compliance of the Smoke-Free Ontario Act amongst tobacco and vapour product retailers," said Richard Ovcharovich, manager of health protection with the HKPR District Health Unit. "There has been an alarming increase in youth accessing and purchasing age-restricted products, along with illegal products and vapour flavours becoming more available. Throughout our Tobacco Enforcement Campaign, our goal is to eliminate youth access to vapour and commercial tobacco products so we can continue to protect the health of youth and achieve compli-

ance with the Smoke-Free Ontario Act."

As part of the Tobacco Enforcement Campaign, the HKPR District Health Unit is advising all tobacco and vapour product retailers that starting in January, Tobacco Control Officers will be conducting compliance inspections to ensure the requirements under the Smoke-Free Ontario Act, 2017 are being followed, including:

Staff are trained on the legal age for sale of vapour and tobacco products.

Retailers are not selling illegally flavoured or improperly packaged products.

Retailers are compliant with indoor and outdoor advertising restrictions.

Retailers are not selling improperly packaged vapour or tobacco products.

If retailers are found non-compliant under the Smoke-Free Ontario Act, 2017 during the inspection, the HKPR District Health Unit may proceed with enforcement measures. For more information or to file a complaint related to the Smoke-Free Ontario Act, please call the HKPR District Health Unit at 1-866-888-4577 to speak with a tobacco control officer or email [info@hkpr.on.ca](mailto:info@hkpr.on.ca).

Submitted by Haliburton Kawartha Pine Ridge District Health Unit

Crossword brought to you by

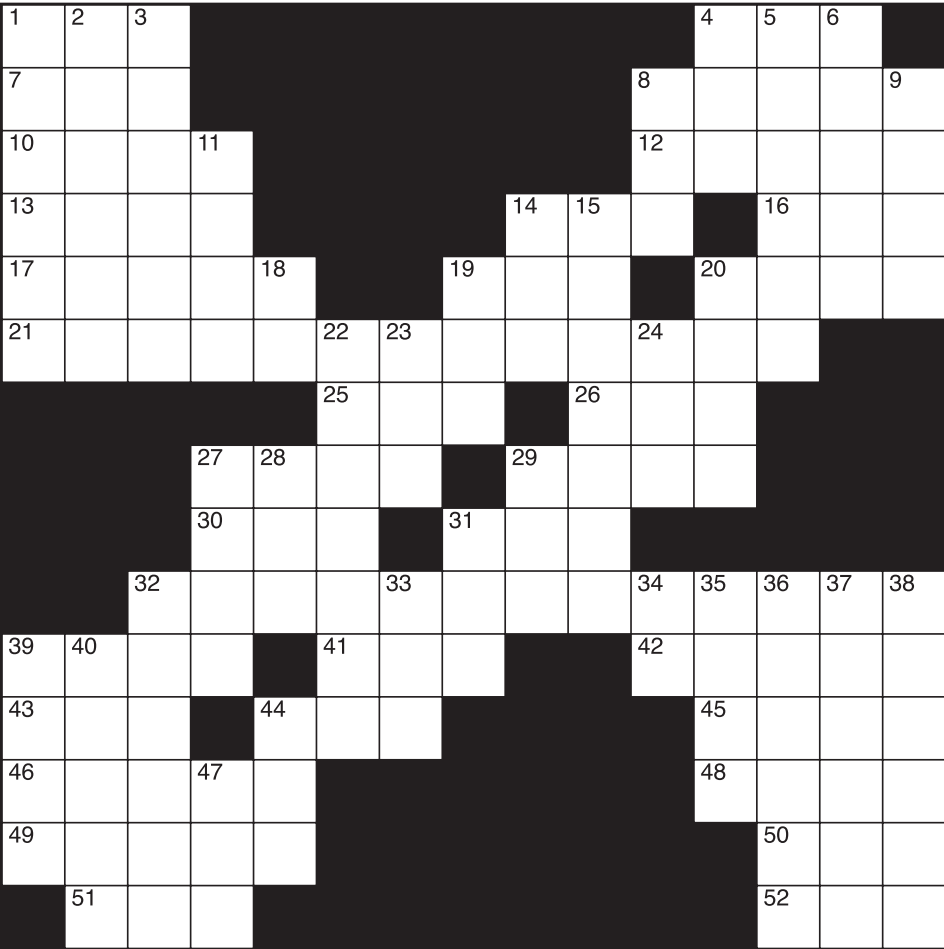
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CLUES ACROSS

- Basics
- Swiss river
- Constrictor snake
- Building occupied by monks
- Discount
- Deal a blow to
- Relating to the ear
- Thyrotropin
- Loud, unpleasant noise
- Large intestines
- Move with a curving trajectory
- Witnesses
- You need both to live
- Dash
- Network
- Dig
- C. European river
- Supplement with difficulty
- Corporate executive
- Carroll O'Connor's onscreen wife
- No variation
- Airborne (abbr.)
- "Heidi" author
- Affirmative
- Pie \_\_ mode
- W. Asian country
- Grotesque or bizarre
- Delicacy (archaic)
- Textile
- Denial
- Electronic data processing
- Attempt

CLUES DOWN

- Engulf
- Waterside hotel
- Printed cotton fabric
- Defensive nuclear weapon
- One who follows the rules
- Lace up once more
- Fire byproduct
- Hankering
- Outer
- One-time aerospace firm
- Seafood
- Commercial
- Epoxy hardener (abbr.)
- Samoan monetary unit
- Type of gland
- Arrest
- Check
- Past participle of be
- Alias
- A major division of geological time
- Kids programming channel (abbr.)
- Joked
- Helps little firms
- Roman numeral 50
- Impressive in size or scope
- Domineering leader
- A person who delivers a speech
- One after 89
- Young hawk
- The scene of any event or action
- A team's best pitcher
- Integrated data processing

Answers on page 20

## Holiday Recycling

### Recycling for Containers

Rinse all containers and ensure they are clean of liquids or food



Aluminum foil and trays



Metal food cans



Plastic bottles (caps can be left on)



Plastic tubs, containers

### Recycling for Papers



Paper gift wrap



Paper gift tags



Paper gift bags (remove string)



Christmas cards & envelopes



Cardboard rolls



Cardboard boxes (flatten)

### Garbage



Metallic or foil wrapping paper



Ribbons, bows, tape



Styrofoam shipping block



Bubble wrap



Broken ornaments



Plastic toy packaging (hard-to-cut material)

## Dysart Landfill Holiday Hours

**Saturday, December 24, 2022 (Christmas Eve)**  
8 a.m. to 12:30 p.m.: Haliburton, West Guilford

**Sunday, December 25, 2022 (Christmas Day)**  
All Dysart landfills closed

**Monday, December 26, 2022 (Boxing Day)**  
10 a.m. to 5 p.m.: Haliburton, West Guilford  
12 noon to 5 p.m.: Harcourt, Kennis Lake, West Bay

**Saturday, December 31, 2022 (New Year's Eve)**  
8 a.m. to 12:30 p.m.: Haliburton, West Guilford

**Sunday, January 1, 2023 (New Year's Day)**  
All Dysart landfills closed

**Monday, January 2, 2023**  
8 a.m. to 5 p.m.: West Guilford

**Tuesday, January 3, 2023**  
8 a.m. to 5 p.m.: West Guilford  
9 a.m. to 2 p.m.: Harcourt, Kennis Lake, West Bay



Municipality of  
**Dysart et al**

Space provided through a partnership between industry and Ontario municipalities to support waste diversion programs.

[www.haliburtonecho.ca](http://www.haliburtonecho.ca)



# Terra Lightfoot set to rock the Legion in January

Still scratching your head for gift ideas? Why not give the gift of live music! Get tickets now for Terra Lightfoot and her band, who will be performing at the Haliburton Legion on Saturday, Jan. 28, 2023. In the heart of winter, this show is guaranteed to brighten the spirit and warm the heart.

CBC Music describes Terra as, “One of Canada’s best all around musicians ... an amazing tour de force, the complete package.”

With three studio albums to her credit, along with Polaris Prize and Juno Award nominations, Terra Lightfoot is a singer/songwriter with a huge voice and big and gutsy guitar tone.

In her music, you’ll catch some rock, some soul, some blues, and a whole lot of heart. This is a show you won’t want to miss!

Terra has performed with numerous artists including Blue Rodeo, Willie Nelson and Bruce Cockburn, and recently completed a tour with Blackie and the Rodeo Kings.

She now calls the Haliburton Highlands home, having relocated to the area from Hamilton a few years ago.

The Haliburton County Folk Society is hosting this show, and is proud to present Terra to her new hometown audience. Local singer/songwriter Thom Lambert will do an opening set.

This holiday season, give a gift that will create lasting memories; tickets to see Terra Lightfoot live! Purchase tickets



The Haliburton County Folk Society is welcoming Terra Lightfoot and her band to Haliburton Legion Branch 129 on Saturday, Jan. 28. /Submitted

at [www.haliburtonfolk.com](http://www.haliburtonfolk.com). To find out more about Terra visit [www.terralightfoot.com](http://www.terralightfoot.com).

*Submitted by the  
Haliburton County Folk Society*



## Home for the holidays

Haliburton resident Rob McCaig has a love for the holidays and has been constructing his Christmas village in his home for over 35 years and continues to add to it each year. He hopes to be able to open it to the public next December to help raise money for local charitable organizations. So far, he has nine mountain ranges and 42 buildings. 500 people live in the village. /VIVIAN COLLINGS Staff



### Municipality of Dysart et al

135 Maple Ave., P.O. Box 389,  
Haliburton, ON K0M 1S0  
Telephone: (705) 457-1740  
Email: [info@dysartetal.ca](mailto:info@dysartetal.ca)  
Website: [www.dysartetal.ca](http://www.dysartetal.ca)

### NOTICE OF VIRTUAL PUBLIC HEARING COMMITTEE OF ADJUSTMENT

- **DATE:** Wednesday, January 11th, 2023
- **TIME:** 11:00 am.
- **LOCATION:** The Committee of Adjustment will be held as an electronic meeting only. The meeting will be recorded through the conferencing application and live streamed to YouTube.

#### APPLICATIONS:

1. D13-MV-2022-021 Shields
  - The following variance is requested to permit a dwelling to have an increased structure height on a property in the WR4 zone:
    - a) A variance to Section 5.2 to permit a dwelling to have a maximum structure height of 10.73 metres (35.20 feet) as opposed to the required 9.5 metres (31.2 feet).
  - Location: Part Lot 14, Concession 4, Lot 27, Plan 331 in the Geographic Township of Harburn, in the Municipality of Dysart et al, in the County of Haliburton (Canyon Rd).

Council passed By-law 2020-69 to amends the Committee of Adjustment of the Municipality of Dysart et al's Procedural By-law to permit electronic participation in meetings. **There will not be an in-person meeting: this meeting will be conducted in an electronic format only.**

For more information about electronic meetings and public participation in an electronic meeting, contact the Secretary-Treasurer at [jiles@dysartetal.ca](mailto:jiles@dysartetal.ca).

**ANY PERSON** is entitled to attend the hearing to express his/her views about these applications or may be represented by an agent for that purpose. If you do not attend the hearing the Committee may proceed in your absence and you will not be entitled to any further notice of the proceedings. The Committee will accept oral and written submissions. **A copy of the decision will be sent to the applicant, the agent and to each person who has filed with the Secretary Treasurer a written request for notice of the decision.**

**FURTHER INFORMATION:** including specific information about the zone provisions affected by each application, and electronic meeting process is available from the Planning and Land Information Department at the Municipal Office by appointment only (8:30 am to 4:30 pm, Monday to Friday) or by phoning 705-457-1740.

Jeff Iles  
Secretary-Treasurer, Committee of  
Adjustment

## Membership Recruitment Cultural Resources Committee

The Municipality of Dysart et al is inviting applications from the public for a volunteer Young Professional and volunteer Media representative on the Cultural Resources Committee for the 2022-2026 Council term.

The Dysart et al Cultural Resources Committee is responsible for overseeing the implementation of the Municipal Cultural Plan. Visit [www.dysartetal.ca/culture](http://www.dysartetal.ca/culture) for information about the Cultural Plan. The Committee provides advice to Council on local art, culture and heritage. It is a forum for local art and culture organizations to share information and work cooperatively towards common goals.

Applicants must be residents of Dysart et al. The Committee meets on the fourth Thursday of February, May, August, and November at 10 a.m. Applicants must be comfortable with videoconferencing technology (Zoom) and electronic agendas. Visit [www.dysartetal.ca/careers](http://www.dysartetal.ca/careers) for more information about this opportunity.

Expressions of interest can be addressed to Mallory Bishop, Municipal Clerk, and are accepted by email to [mbishop@dysartetal.ca](mailto:mbishop@dysartetal.ca) no later than Wednesday, January 18, 2023 at 4:30 p.m.



Municipality of  
**Dysart et al**

705-457-1740 [www.dysartetal.ca](http://www.dysartetal.ca)







COUNTY OF HALIBURTON NOTICE

Holiday Office Hours

The County of Haliburton wishes to provide PUBLIC NOTICE that the Administration Building at 11 Newcastle Street, Minden, ON will close on Friday, December 23, 2022 at 4:30 p.m. and will re-open for regular business on Monday, January 2, 2023.

The County Roads Department has a 24-hour call answer service (705-286-1762) should you require immediate assistance.

We wish everyone a safe and happy holiday season.

2023 Budget

And further take NOTICE that Haliburton County Council will be reviewing the 2023 Budget at their regular scheduled Committee of the Whole meeting on January 11, 2023. And that further 2023 budget discussions will occur at the regularly scheduled Committee of the Whole meetings until the budget is approved.

- Wednesday, February 8, 2023
- Wednesday, March 8, 2023

The agendas for the above noted meeting dates can be viewed online at <http://haliburton.civicweb.net>

Michael Rutter, CAO/County Clerk  
11 Newcastle Street  
P.O. Box 399  
Minden, ON K0M 2K0  
Telephone: 705-286-1333 or 1-866-886-8815  
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	R	A	A							C	B



Rotaract Haliburton Highlands members packed essential items boxes before the holidays last December to deliver to families throughout the county. /FILE

Rotaract's essential items boxes returning for the holiday season

AMANDA DUNCOMBE-LEE  
Special to the Echo

Local service club Rotaract Haliburton Highlands is preparing for the third year of their Essential Items Boxes project. The boxes, which typically include essential items such as food, toiletries, school supplies, and other day-to-day items, were originally funded with a grant from United Way that offered pandemic relief within the community. The grant funded 36 boxes the first year and the initiative has since been funded by local community sponsors. Rotaract president Christine Carr said they were inspired by the Good Food boxes created by Rotary, and thought they could create ones tailored to items families might need. "As a group, we looked at where we felt the need was highest, and decided we wanted to help families and individuals who were struggling due to job losses, changing circumstances, or just struggling with the challenging times in general," she said. "The idea came about to do a box of goods that would be tailored individually to each recipient." Each year, Rotaract volunteers reach out to local charitable organizations and ask them to send out request

forms to local residents who could benefit from receiving a box. All information is kept strictly confidential. Each family or individual checks off the items they need, and Rotaract members assemble and deliver the curated boxes directly. Individuals can also request a box directly from Rotaract. Anyone is eligible, but the boxes primarily benefit individuals and families facing financial or food insecurity. Carr said the group has received positive feedback from families who have received the boxes, and welcomes donations from individuals and businesses to help support the project. "We have had great support from the community every time we have done a round of boxes, whether it is through community partners helping us find families to support, businesses supporting us through discounts, donations, or purchases, or just people spreading the word," she said. "These boxes are really a community initiative and wouldn't be possible without the support of everyone else who has helped." Please contact Rotaract at [haliburtonrotaract@gmail.com](mailto:haliburtonrotaract@gmail.com) for more information. Anyone interested in supporting, donating, or sponsoring a box can reach out via email or social media.

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Haliburton Echo

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Visit our website at [www.haliburtoncounty.ca/careers](http://www.haliburtoncounty.ca/careers) for detailed postings and job descriptions.

Please forward your resume to [shume@haliburtoncounty.ca](mailto:shume@haliburtoncounty.ca) no later than Friday December 30th, at 4:30pm.

We thank all who apply for this position; however only those selected for an interview will be contacted.

The County of Haliburton is an equal employer. Accommodation can be provided in all steps of the hiring process, please contact Human Resources for further details.

In accordance with the *Municipal Freedom of Information and Protection of Privacy Act*, the information gathered will be used solely for the purpose of job selection.



## SEEKING MEMBERS FOR RECREATION COMMITTEE

The Township of Algonquin Highlands invites expressions of interest from members of the public, outlining your experience, who are interested in serving on the newly created Recreation Committee to participate in planning events throughout the Township of Algonquin Highlands.

Candidates who have a specific interest in any of the above committees are encouraged to apply.

To view the Terms of Reference for the Committee please visit the website at <https://www.algonquinhighlands.ca/government/committees.php> or contact Sandra Rogers, Recreation Coordinator at [srogers@algonquinhighlands.ca](mailto:srogers@algonquinhighlands.ca) or 705-766-9033.

Expressions of Interest will be accepted by the undersigned until 5:00 p.m. on Thursday, January 12, 2023.

**Dawn Newhook**  
Municipal Clerk  
Township of Algonquin Highlands  
1123 North Shore Rd.  
Algonquin Highlands, ON K0M 1J1  
T: 705-489-2379 Ext. 333  
E: [dnewhook@algonquinhighlands.ca](mailto:dnewhook@algonquinhighlands.ca)

**PART-TIME CAREGIVER** Accommodations Included. Looking for a part-time Female Caregiver with experience in Mental Health care. Consideration will be given to someone with experience specific to Dementia patient care.

Contact: 647-715-4431 or  
Email: [hbc1251@gmail.com](mailto:hbc1251@gmail.com)

## 360 SERVICES

**Batteries & Generators**  
Batteries, all types;  
Truck, Tractor,  
Snowmobile, Motorcycle,  
**Generators;**  
Standby & Regular  
**PLUS** Tractor Chains  
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**KawarthaBattery@gmail.com**

**KitchenAid** Stand Alone Mixer We service and repair with warranty. We also sell New and Refurbished Mixers with warranty. Call Cliff Today at 705-286-3351

**REPUTABLE BUILDING CONTRACTOR**  
looking for a person  
with carpentry experience.  
Must have a valid drivers license.  
**PLEASE CALL 705.754.4603**

## 540 COMING EVENTS



**Christmas Eve Service**  
7:00 PM  
Eagle Lake  
Community Church  
2605 Eagle Lake Road  
Eagle Lake  
*Come and celebrate  
Christmas with us.*



## Christmas Gathering

1042 Mill Street  
Friday Dec. 23rd @  
7:00pm

Carol Singing  
Special Music  
Children's Christmas Video  
A Christmas Message  
& Rusty (dog puppet)  
Candy Bags

**ALL ARE WELCOME**  
Masks Preferred & Available at the door



400 EMPLOYMENT OPPORTUNITY



Vice President, Clinical and Community Programs and Chief Nurse Executive  
Haliburton Highlands Health Services

The VP/CNE is an innovative, strategic leader who plays a key role in guiding the organization in a collaborative, accountable, and aligned quality-focused culture. Committed to shared decision-making, the VP/CNE

enables integration with health care partners and providers across the continuum of care to advance a collaborative inter-professional practice environment that values the contributions of all staff and maximizes professional scope of practice. As a member of the Executive Leadership Team, the VP/CNE fulfils a key role in the areas of quality and risk management, financial/operations and utilization management, planning, infection control, patient/resident/client safety, ethics, change management, and professional practice. The VP/CNE is responsible for supporting local community strategies to support the delivery of responsive programs and services. The VP/CNE is accountable for fostering a healthy work environment in which collaboration is valued and excellence in clinical care and professional development is promoted and achieved.

The preferred candidate will possess exceptional leadership abilities and a demonstrated passion for engaging employees at all levels while promoting a positive internal culture. With superior knowledge of current trends in health care, including system transformation, Ontario Health Teams, and integrated models of care and service, the VP/CNE will have an ability to build strong relationships with a variety of individuals including patients, residents, clients, families, employees, physicians, volunteers, and community partners and stakeholders. Current registration and standing with the College of Nurses of Ontario is mandatory, and a commitment to ongoing education/professional development and a relevant Masters degree is preferred.

**SUBMIT COVER LETTER AND RESUME TO:**  
**Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
**E-mail: hr@hhhs.ca**  
**Fax: 705-457-4609**



ACUTE CARE NURSE PRACTITIONER

POSITION DESCRIPTION:

Reporting directly to the Chief Nurse Executive and with a matrix report to the Clinical Manager, Acute Care and ED, the Acute Care Nurse Practitioner (NP) is a registered nurse in the extended class who holds a Master's degree

in Nursing with expertise in one or more clinical nursing specialties. In keeping with Haliburton Highlands Health Services (HHHS) mission, vision, and values, the NP is responsible for working together with the interprofessional team toward development, implementation, and evaluation of patient plans of care, and uses advanced knowledge, skill, and judgment in providing care and solutions for complex health-care issues for a specified patient population. In this role the NP works in collaboration with the MRP to provide comprehensive care to our acute medical inpatient population. The NP participates in the on call rotation with hospitalist back up support.

The NP utilizes a holistic approach that is grounded in evidence with an emphasis on health promotion and illness/injury prevention. The role includes direct comprehensive patient care including advanced assessment, diagnosing, prescribing, ordering, and interpreting lab, radiology, and ultrasound tests as per defined regulations and legislated scope of practice.

In addition to direct clinical care, the NP plays a leading role in the development and implementation of applicable clinical guidelines and protocols, promotes the use of research and evidence-based practice, provides expert support and consultation, and facilitates system change. The NP is committed to lifelong learning and is committed to promoting, leading, and contributing to the learning of others.

QUALIFICATIONS:

- Master's Degree in Nursing required
- Registration with the College of Nurses of Ontario in the Extended Class (RN(EC))
- NP adult preferred, or a combination of Primary Health Care Nurse Practitioner Certificate and previous relevant hospital experience
- Minimum three years' experience.
- Gerontology Nursing Certificate GNC(C) preferred
- Emergency experience an asset
- Relevant professional and specialty organization membership(s) (e.g., RNAO/NPAO) preferred
- Current Basic Cardiac Life Support (BCLS) Certification
- Demonstrates behaviors consistent with HHHS core values
- Demonstrated critical thinking and decision-making skills
- Excellent assessment, planning, organizational, problem solving, communication, teaching, time management and evaluation skills
- Excellent verbal and written communication skills
- Excellent interpersonal skills and ability to work effectively with patients, families, and all members of the interprofessional team
- Accomplished change agent
- Enhanced patient-centered care practices
- Teaching experience in classroom and clinical settings.
- Demonstrates understanding of, compliance with, and commitment to patient safety responsibilities and corresponding hospital plans, policies and procedures, to ensure a healthy and safe work environment

**SUBMIT COVER LETTER AND RESUME TO:** **Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
**E-mail: hr@hhhs.ca**  
**Fax: 705-457-4609**

**PLEASE QUOTE JOB NUMBER:** 2022-96

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation due to a disability. Information received relating to accommodation needs of applicants will be addressed confidentially.



Leader, Quality, Patient Safety and Risk Management

POSITION DESCRIPTION:

Reporting to the Vice President, Clinical and Community Programs and Chief Nurse Executive, the Leader, Quality, Patient Safety and Risk Management has a critical and practical role responsible for achieving the organization's goal of excellence in service delivery to its patients and clients by providing the operational leadership and support for quality improvement, patient safety, risk management, patient relations processes, and policy procedure oversight.

Working on behalf of the Executive Leadership Team, this position provides support for and direction to the Operational and Clinical Leadership teams for managing the development and implementation of policies and processes to integrate quality improvement, patient safety principles, Accreditation standards, evidence-based practices / best practice standards and risk management strategies in the operation of the hospital, community, and long-term care services to support HHHS to achieve its quality and patient safety goals. In addition, the position supports the development and implementation of the organization's Quality Improvement Plans, Balanced Scorecards, leads Accreditation preparation and related activities across the organization, provides leadership for the policy management system, and works collaboratively with the Leadership team to support emergency management and preparedness.

- Promotes a culture of patient safety and continuous quality improvement, and facilitates the integration of quality improvement initiatives and best practice standards that can be monitored and measured using reliable and valid data; builds organizational capacity for patient safety and quality improvement.
- Provides leadership in the development, implementation, and evaluation of quality improvement processes and programs to continually improve the provision of patient/client/resident care.
- Supports Quality Reviews as needed within the organization and the local region.
- Supports Management and Executive Leadership teams, and the Chief of Medical Staff to develop and execute local quality improvement priorities and ensures that strategic information, quality improvement, and performance measurement initiatives are linked to strategic and operational priorities and activities.
- Works collaboratively with Managers, staff, and physicians to promote all domains of quality (including effectiveness, efficiency, accessibility, accountability, and sustainability, etc.) in clinical and operational processes and provides leadership and support for quality reporting to the Executive Leadership Team, Board of Directors, and relevant government bodies.
- Leads the organization's Accreditation preparation and processes, and ensures compliance with national Accreditation standards; works collaboratively with the Leadership team to embed Accreditation standards into organizational policies, procedures, processes, and practices.
- Works collaboratively with the HHHS Professional Practice Leader / Educator to implement best practice standards and guidelines.
- Leads the implementation and ongoing process of the HIROC Risk Registry across the organization.
- Maintains fiscal accountability by collecting and monitoring necessary fiscal and quality data, analyzes data appropriately, initiates and implements methods of cost containment in relation to the service/area, and justifies expenditures.
- Provides leadership and development support for identification of performance indicators across the continuum of care and provides consultative services regarding an array of quality methods used in high performing organizations (including Lean principles, concepts, tools, and methods).
- Supports program and department managers to analyze current trends and data in support of quality improvement and patient safety.
- Performs other related duties as assigned.

QUALIFICATIONS:

- Required: Regulated Health Professional Undergraduate degree
- Master's degree in a health-related discipline is preferred
- Minimum 5 years of experience leading healthcare or hospital-based quality and patient safety projects with demonstrated leadership in the areas of Quality Improvement, Patient Safety, Risk Management, and the Accreditation Canada process preferred
- 3 years of progressive career experience demonstrating successful outcomes on a variety of quality performance indicators
- Program Planning and Project Management training and experience is considered an asset
- Healthcare Risk Management Certification is considered an asset
- Patient Safety and /or Patient Experience Certification/program completion is considered an asset
- Expert knowledge of quality and safety with the ability to introduce innovative approaches to change
- Sound knowledge of quality improvement methodologies, patient safety methodologies, service design, data management and reporting, and patient engagement Demonstrated ability to successfully lead a portfolio of projects simultaneously
- Excellent analytical, problem-solving and decision-making skills with the ability to identify trends, establish benchmarks, as well as provide credible analysis and recommendations
- Self-directed strategic thinker bringing new approaches to quality and safety, service innovation, and performance management
- Excellent communication and interpersonal skills; experience working both independently and in a team-oriented, collaborative environment is essential
- Excellent leadership skills with the ability to coach, mentor and motivate
- Expert in stakeholder management, with the ability to forge and maintain strong internal and external stakeholder relationships
- Demonstrated working knowledge of spoken and written English, with strong written and oral presentation skills
- Satisfactory police check for vulnerable populations
- Demonstrated good attendance and performance records with the ability to maintain these same standards
- Demonstrated ability to function effectively in a highly-dynamic, fast-paced, continually-changing environment.
- Must be familiar Microsoft Suite (i.e., Word, Access, and Excel).
- Physical ability to perform the duties of the position.

**SUBMIT COVER LETTER AND RESUME TO:** **Human Resources**  
**Haliburton Highlands Health Services**  
**Box 115, Haliburton, ON K0M 1S0**  
**E-mail: hr@hhhs.ca**  
**Fax: 705-457-4609**

**PLEASE QUOTE JOB NUMBER:** 2022-89

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.



# Haliburton Echo Classifieds

Call 705-457-1037  
classifieds@haliburtonpress.com  
Deadline Friday at 4 pm

## 400 EMPLOYMENT OPPORTUNITY



### Full Time Assistant Director of Care and Infection Control Program Lead

Minden, Ontario

**Organization Background:**  
At Haliburton Highlands Health Services (HHHS) we strive to be leaders in innovative rural health care, working closely with local and regional partners to promote wellness and provide access to essential services. HHHS manages two Long-Term Care facilities – Hyland Crest in Minden (62 bed home) and Highland Wood in Haliburton (30 bed home) – that provide high-quality care for those no longer able to live at home. We are pleased to share that we have a new ADOC/IPAC Lead role in our Hyland Crest LTC Home in Minden. Wages are commensurate with experience and education.

Our dedicated team of health care professionals are guided each and every day by our core values of Compassion, Accountability, Integrity, and Respect.

**Position Summary:**  
The Associate Director of Care and Infection Control Program Lead (ADOC/IPAC Lead) reports directly to the Administrator/ Directors of Care and are responsible for providing program management and leadership to the infection prevention and control (IPAC) program (practices and protocols) to ensure regulatory compliance and implementation of clinical and non-clinical care standards and best practices in accordance with the Fixing Long-Term Care Act, 2021 and ON Regulation 246/22.a. This position also provides both clinical and administrative support to the team and is responsible for coordinating risk management and quality improvement activities by fostering a culture of continuous quality improvement with a focus and emphasis on residents, and safety. The incumbent provides leadership and support for quality and risk-related initiative within HHHS.  
The ADOC/IPAC Lead will advise on educational content to be provided to staff at orientation and through ongoing training with a primary focus on clinical practice. The ADOC/IPAC Lead is accountable for assisting with the management of quality nursing care and services within the home. They will work with the multidisciplinary team supporting and mentoring all departments.

- Qualifications:**
- diploma or BScN degree from an accredited college or university program
  - minimum 5 years of active Nursing Experience, with a minimum of 2 years' experience in the long-term care sector.
  - Completion of IPAC Canada endorsed course and Certification in Infection Prevention and Control through IPAC Canada required within three (3) years of hire
  - A minimum of 1 years' experience involved in infection prevention education or project work
  - Experience performing activities that are client centered, while incorporating Quality Improvement Principles
  - Current registration with the College of Nurses of Ontario and proof of annual CPR Certification
  - Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills
  - Demonstrated experience with best practice guidelines
  - Demonstrated experience with the promotion and implementation of clinical best practices
  - Knowledge of the legislation, guidelines and regulations as they relate to the position and responsibilities of the Long Term Care Sector.
  - Knowledge of, and demonstrated ability in corporate core competencies including customer service, communication, team work, initiative/self-management, accountability, flexibility and adaptability.
  - Ability to deal cooperatively and effectively with all levels of staff, unions/employee/client groups and ability to foster cooperative/collaborative working relationships.
  - Ability to travel to off-site locations in a timely and efficient manner, as required.
  - Ability to work outside regular business hours, including evenings, nights and weekends, as required.

**SUBMIT APPLICATION AND RESUME TO:** Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON, K0M 1S0  
E-mail: hr@hhhs.ca  
Fax: 705-457-4609

Fully vaccinated and experienced **PSW/HOME CARE WORKERS** wanted to assist an elderly lady with activities of daily living in her home, including meal prep, mobility, toileting, etc. Up to 40 hours per week, full-time & part-time weekday/weekend night/day shifts and standby available in the Minden area. Start January 1, 2023. Background checks required. **Call 705-645-1940.**



### Haliburton Highlands Health Services

As innovative leaders in rural health care delivery, HHHS offers a broad spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. As a rural health hub, HHHS promotes wellness and provides high quality health services across the continuum including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, Palliative and End-of-Life Care and Mental Health and Addictions services, as well as an array of community programs. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible. HHHS is a teaching site, and works collaboratively with the Haliburton Highlands Family Health Team to support a full rotation of residents from the University of Toronto, Queen's University and others. To learn more about HHHS please visit our website at [www.hhhs.ca](http://www.hhhs.ca).

**Haliburton Highlands Health Services** has a need for Full-Time, Part-Time (Permanent and/or Temporary) and Casual staff for the noted classifications below.

**RN's and RPN's** are expected to be available for both Minden and Haliburton Hospital locations. In addition, opportunities are available in our two Long Term Care facilities, Hyland Wood and Hyland Crest.

**Registered Nurses** earns \$34.24 /hr - \$49.02/hr and is responsible for providing comprehensive care to patients, with predictable and unpredictable outcomes who may or may not be clinically stable. The successful candidate will possess a diploma/degree in Nursing and a current Certificate of Competence from the College of Nurses of Ontario. Previous acute care practice is preferred; previous emergency department or specialty department experience of 1 year or more is preferred. Recent experience is preferred. **Temporary housing accommodation will be provided by HHHS.**

**Registered Practical Nurses** earn \$30.89 - \$31.48/hr and provide client care in accordance with the Professional Standards of the College of Nurses of Ontario. She or he, as a member of the health care team, has a significant role in promoting health, preventing illness, and helping clients attain and maintain the highest level of health possible in situations in which a client's condition is relatively stable, less complex and the outcomes of care are predictable. RPN's must have a diploma in Nursing, a Current Certificate of Competence from the College of Nurses of Ontario, current BCLS. Must have a demonstrated knowledge of RPN scope of practice, excellent organization and prioritization skills and an ability to fully communicate in English.

**Personnel Support Workers** earns \$22.48 - \$25.20/hr and provide resident care in relation to activities of daily living. PSW's help residents attain and maintain the highest level of health possible in situations in which a resident's condition is relatively stable, less complex and the outcomes of care are predictable. Successful completion of Personal Support Worker program which meets one of the following:  
The vocational standards established by the Ministry of Training, Colleges and Universities, The standards established by the National Association of Career Colleges, or The standards established by the Ontario Community Support Association; and Must be a minimum of 600 hours in duration, counting both class time and practical experience.

Interested: Submit your application and resume to:

Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON K0M 1S0  
E-mail: hr@hhhs.ca  
Fax: 705-457-4609





# Haliburton Echo Classifieds

Call 705-457-1037  
classifieds@haliburtonpress.com  
Deadline Friday at 4 pm

## 400 EMPLOYMENT OPPORTUNITY



### ADMINISTRATOR/DIRECTOR OF CARE, HYLAND CREST

Minden, Ontario

The Administrator/Director of Care is responsible for the managerial and clinical oversight of the LTC Home providing leadership, direction and technical support to departmental staff consistent with HHHS values, policies, and procedures and legislative requirements. Ensures employee compliance with adherence to standards of quality, infection control, occupational health, professional practice and emergency procedures in support of the provision of high-quality, safe and efficient resident care. As a member of the management team, communicates the organizational vision, strategic goals and objectives and participates in the establishment of annual operating plans. Manages the human, fiscal and capital needs within allocated resources. Completes departmental schedules in compliance with applicable collective agreements and monitors workflow. Ensures all health and safety measures required by applicable legislation are followed and all reasonable precautions are taken to protect the health and safety of our workers and residents. Responsible for intervening when issues are brought forth as well as identifying, managing and reporting any concerns or issues. Liaises with unions, families, residents, volunteers and other internal and external partners as required.

#### QUALIFICATIONS:

- BScN degree and current registration with the College of Nurses of Ontario
- Minimum of 3 years' experience working in a managerial capacity in a Health Care setting, preferably Long-Term Care (LTC)
- LTC Administrator and DOC course or completion within one year
- A minimum of 5 years' experience working as an RN in a LTC environment
- Excellent critical thinking and problem-solving skills
- Knowledge of and demonstrated ability in analysis, measurement and evaluative methods, facilitation and presentation skills.
- Demonstrated experience with the promotion and implementation of clinical best practices
- Excellent interpersonal skills and ability to work with administration, the management team, the Board of Directors, charge nurses, staff, physicians and community stakeholders
- Knowledge of the legislation, guidelines and regulations of the Long Term Care Act(s)
- Demonstrated commitment to continuing education
- Wages are commensurate with experience and education.

#### SUBMIT APPLICATION AND RESUME TO:

Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON, K0M 1S0  
E-mail: hr@hhhs.ca  
Fax: 705-457-4609



### MANAGER, FINANCE DEPARTMENT

REPORTS TO: VP Support Services & CFO

STATUS: Temporary - Full-time (1.5 years)

SHIFT: Days

COMPENSATION: Commensurate with Experience

UNION: Non-Union

AVAILABLE TO: Internal & External Candidates

As innovative leaders in rural health care delivery, Haliburton Highlands Health Services (HHHS) offers the spectrum of services with the goal of achieving improved local access to health services and quality of care for patients, residents and clients. HHHS promotes wellness and provides high quality health services including Primary Care, Hospital Care (Acute In-patient and Emergency Care), Long-term Care, End-of-Life Care, Mental Health and Addictions Care, and an array of Community Support Services. New investments in community programs, including a Geriatric Assessment and Intervention Network (GAIN) Team, a Palliative Care Community Team, Assisted Living Services for High-Risk Seniors and a Community Physiotherapy Clinic are all focused on supporting the residents of the Haliburton Highlands to stay healthy in their homes for as long as possible.

#### POSITION DESCRIPTION:

Haliburton Highlands Health Services (HHHS) has an exciting opportunity for a highly motivated, self-starting individual with strong accounting, managerial and organizational skills to join the team as the Finance Manager. This position will be responsible for accounts payable, accounts receivable, general ledger, budgeting, audit, costing, financial reporting and analysis, in addition to hiring, evaluating and mentoring staff in Finance and Payroll departments.

#### QUALIFICATIONS:

Working closely with the VP Support Services & CFO, the Manager will ensure the completion of accounting functions according to Generally Accepted Accounting Principles and Public Sector Accounting Standards. To achieve this, the successful candidate must possess:

- Post-secondary diploma or degree in Finance or equivalent.
- Professional Accounting Designation – CPA, CA/CMA/CGA.
- Minimum of 3 years recent managerial experience in accounting, preferably in the healthcare environment.
- Demonstrated expertise in accounts receivable, accounts payable, payroll, audit and general business office and finance processes.
- In-depth knowledge of financial analysis/reporting and accounting principles and practices.
- Excellent working knowledge of financial systems as well as spreadsheet, database and word processing applications. Experience with Microsoft Office Suite, Microsoft GP Dynamics Financials, Quadrant QHR Payroll, EPIC, and Point Click Care would be an asset.
- Excellent organization, communication, and interpersonal skills.

#### SUBMIT RESUME TO:

Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON, K0M 1S0  
E-mail: hr@hhhs.ca  
Fax: 705-457-4609

PLEASE QUOTE JOB NUMBER:  
DEADLINE FOR APPLYING:

2022-98

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.

## 510 CALL FOR AUDITIONS



### Highlands Summer Festival AUDITION CALL

Auditions for this summer's productions of

*She Loves me* (a musical)

*4000 miles*

*Shirley Valentine*

And interviews for

*Early Stages Youth (10-14) Theatre Program*

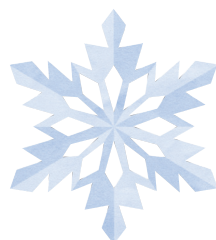
will be held **Saturday & Sunday**

**JANUARY 21 & 22,**

at Haliburton United Church.

Audition packages, including character description, are available at [www.highlandssummerfestival.on.ca](http://www.highlandssummerfestival.on.ca). Be sure to review the package before booking your audition time by calling Stella Voisin at 705-457-4524 or emailing: [auditions@highlandssummerfestival.on.ca](mailto:auditions@highlandssummerfestival.on.ca)

**Scot Denton: Artistic Producer**  
**Melissa Stephens: Executive Producer**



## 650 OBITUARIES



### In Loving Memory of Arthur "Art" Ouellette

(Art was a linesman with Bell Canada for over 30 years).

It is with a heavy heart that we announce the peaceful and dignified passing of Art on Thursday, December 15, 2022, at the age of 93.

Cherished, devoted partner, soulmate and best friend to his partner Barbara (Lyons). He will be dearly missed by his son Michael and his wife Jenny, grandson Carter, by his beloved family and lifelong friends; Jack Virgin, Brian Rivers, his many tennis and poker friends. I would like to thank the staff and residents at Frost Manor for his excellent care for the last 3 ½ years.

Art has a passion for the outdoors, loved his family, friends and helping the community. Art will be always remembered for his garage whether it was creating special treasures or hosting gatherings for his tennis and poker buddies. As a tennis player, Art maintained the tennis courts for decades, as a pro tennis player he was dedicated to maintaining the structure and the game. Art played up to the age of 85 until his health would no longer allow him to do so.

A Service to Celebrate Art's Life will take place in the spring.

Memorial Donations to the Ontario Lung Association or to the Heart and Stroke Foundation would be appreciated by the family and can be arranged through the Gordon A. Monk Funeral Home Ltd., P.O. Box 427, Minden, Ontario K0M 2K0.



[www.gordonmonkfuneralhome.com](http://www.gordonmonkfuneralhome.com)



# Haliburton Echo

## Classifieds

### 650 OBITUARIES



#### Kenneth "Ken" Evans

(Resident of Haliburton, Ontario)

Peacefully at Haliburton Hospital surrounded by his family on Thursday morning, December 15, 2022 in his 79th year. Beloved husband and best friend of Wanda Evans (nee Rhynold). Loving father of Glenn (Teresa) and Mark (Diane). Fondly remembered by his grandchildren Kyle (Cleo), Nelson, Carla (Ryan) Elisa (Steve), Bethany (Jessie), and his great grandchildren Avery, Skyler, Brody and Mya. Dear brother of Mae, Fern and Susan. Predeceased by his brother Keith. Also lovingly remembered by many nieces and nephews. Ken owned Ken Evans Contracting for over 55 years. He enjoyed driving, motorcycles, trucks, golf carts, fishing, hunting, karaoke and most of all, spending time with his family.

#### Visitation & Celebration Of Life

Friends are invited to call at the **HALIBURTON COMMUNITY FUNERAL HOME** 13523 Hwy. #118, Haliburton, Ontario (705) 457-9209 on Wednesday morning, December 21, 2022, for a Celebration of Ken's Life at 12 (Noon) in the Chapel. (Visitation two hours prior). At the family's request, please wear a mask. As an expression of sympathy, donations to the Haliburton 4C's and Point In Time - Food for Kids.

[www.communityfuneralhomes.com](http://www.communityfuneralhomes.com)



#### In Loving Memory of Jack Campbell Lawr

(Jack has been a member of the Haliburton and District Lions Club for 23 years).

Passed away peacefully at the Haliburton Hospital on Saturday, December 10th, 2022, at the age of 88.

Loving husband of Mary (nee Mills) for 65 years. Dear father of Michael (deceased), Jackie (Joe-deceased), Donald (deceased), James (Loretta), Jeannette (Sheldon), Philip (Verna-May) and Cathy (John). Loving grandpa to many grandchildren and great grandchildren. Brother-in-law to David and Betty Mills.

Friends are invited to visit the family at the Gordon A. Monk Funeral Home Ltd., 127 Bobcaygeon Rd., P.O. Box 427, Minden K0M 2K0 on Friday, December 16th, 2022 from 11:00 am until the time of the Lions Club Service at 1:00 pm followed by a Memorial Service to Celebrate Jack's Life. Reception to follow at the Minden and District Lions Hall, 166 Bobcaygeon Rd., Minden. Cremation has taken place.

Memorial Donations to the Lions Foundation of Canada Dog Guides or to the Diabetes Canada for Juvenile Diabetes Research of your choice would be appreciated by the family.



[www.gordonmonkfuneralhome.com](http://www.gordonmonkfuneralhome.com)

### 600 FUNERAL SERVICES



**(705) 286-2181**  
Toll Free 1-888-588-5777  
Fax: 705-286-6661  
127 Main St., Minden

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and Victoria  
Counties"

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Representatives for Lons Memorials (visit our on site display) • [www.gordonmonkfuneralhome.com](http://www.gordonmonkfuneralhome.com)

### 650 OBITUARIES



In Loving Memory

#### Evelyn Packard (nee Albers)

(Resident of Haliburton, Ontario)

At Extendicare in Haliburton on Thursday morning, December 8, 2022, in her 91st year. Beloved wife of the late Lawrence Packard. Loving mother of Sharon Hopkinson (Allan), Victor Packard (Barbara), and Steve Packard (Debbie). Fondly remembered by her many grandchildren, great-grandchildren, nieces, and nephews. Evelyn loved plants, knitting, playing bingo, her three dogs, and doing word searches. In her younger years, she enjoyed to bike.

#### Visitation & Celebration Of Life

Friends are invited to call at the **HALIBURTON COMMUNITY FUNERAL HOME** 13523 Hwy. #118, Haliburton, Ontario (705) 457-9209 on Friday afternoon, December 16, 2022, for a Celebration of Evelyn's life in the Chapel at 1 o'clock. (Visitation one hour prior). As an expression of sympathy, donations to the Heart & Stroke Foundation of Canada would be appreciated by the family.

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#### HUTCHINSON, Raymond Larry

Passed away peacefully on December 6, 2022, in Haliburton, Ontario.

Beloved husband of Jeanette Hutchinson (predeceased). Proud father of Mark Hutchinson, Douglas Adam Hutchinson (predeceased), Suellen Robertson (Phil Robertson) and Ruth-Anne Hutchinson (Roberto Almeida). Grandpa to Jonathan Robertson (Brittany Thompson), Jennifer Robertson (Colin Nugent), Amy Robertson and Jackie Dawson (Adam Dawson). Great grandpa to Paige and Sloane Robertson, Lily Nugent and Logan Dawson.

Ray was a devoted employee of the Toronto Transit Commission until he retired to Lake Kashagawigamog where he spent his time enjoying many hobbies including mastering the art of woodworking.

The family wishes to thank all the staff of Extendicare-Haliburton for their care and kindness to Dad during the last few years of his life.

Our Dad was a strong presence in the lives of those he loved and leaves us with many life lessons and fond memories. Ray-Slash-Larry you were loved and will be missed.

Donations in his memory may be made to the Alzheimer Society.  
Private interment at Resthaven Memorial Gardens.

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**A MERRY VISITOR:** Haliburton's main street was jammed with spectators who turned out to welcome Santa Claus to the village on Sunday afternoon. He was preceded by colourful floats and two pipe bands. Afterwards, he met local children to hear their Christmas wishes. For more on the parade, see page 13

**Haliburton by-pass idea gets mixed reaction**

**MARTHA PERKINS**  
*Editor*

- Close Haliburton's main street to traffic during the peak hours of 11 a.m. to 3 p.m. so shoppers can have free reign.
- Buy all the houses on the south side of Mountain Street between Cedar Avenue and 121 and turn it into a new back access to main street stores.
- Move the Rails' End Gallery and turn York Street into a better access onto Maple Avenue/Hwy 118.
- Build a multi-level parking lot on a back street, remove parking from the main street and replace the parking metres with planters.
- Build a toll road through Glebe Park and charge \$2 a trip.
- Charge truckers a toll every time they want to use a new by-pass route.
- Forget new roads – the best way to attract new businesses is by lowering commercial tax rates.
- Spend the \$300,000 it would cost for a by-pass on infrastructure improvements to the main street, such as burying hydro lines.

Last Wednesday night, Dysart's economic development committee sought ideas on how to ease Haliburton village's traffic congestion problems. Ideas they got by the dozen at the public meeting at the community centre. Close to 80 people gathered to critique the committee's suggestion of building a by-pass from Industrial Park Road to Hwy 118 at the Eagle Lake turn-off.

While many in the crowd were against the by-pass, it did have its adherents.

**Glebe Park seen as best site for new Sir Sandford campus**

**MENNO MEIJER**  
*Staff Reporter*

It makes good economic sense, and it would be an ideal drawing card for the community. The only question is if Haliburton residents want park land turned into a campus for Sir Sandford Fleming College.

At a recent meeting of Dysart et al council, a motion was put forward to turn over Glebe Park on the north side of Head Lake to the college to build a much needed campus.

A public meeting, scheduled for Dec. 6 to discuss rezoning the property, will be used to gauge whether residents agree.

Concerns which need to be addressed, says Dysart's planner Pat Martin, are how to allow the handover without jeopardizing the current uses of the property as a recreational facility.

Peter Brogden, president of the Haliburton Highlands Nordic Ski Club, does not anticipate any problems with the proposal as long as there is co-operation with groups currently using the property.

"We really would like to work with them so any changes are to our mutual benefit," he says. "If they can help us have some washrooms for our skiers that's great. What we don't want is for them to put parking lots on all of our trails."

The club has approximately 10 kilometres of ski trails on the property which also serves as a trail head for another trail which leads to PineStone resort.

In the last two years, high school skiing championships brought in more than 700 skiers one year and nearly 600 last year. This winter the Ontario universities will hold their finals here, which will bring in 100-150 more skiers, said Brogden.

"The idea is to show them we have something available for them," said Brogden about the possible return of some of the

See **Existing trails** page 10

See **Some fear** page 5

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- Don & Brenda Tickner



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